

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

PROFESSIONAL EMPLOYEES LODGE NO. 254

**International Association of Machinists
And Aerospace Workers
Unit 10**

And

DES MOINES PUBLIC LIBRARY

Effective

**July 1, 2018
Through
June 30, 2020**

AGREEMENT PREAMBLE

This agreement has been entered into by and between the Des Moines Public Library, hereinafter referred to as the "Employer" or the "Library," and the Professional Employees Lodge No. 254, of the International Association of Machinists and Aerospace Workers, AFL-CIO, hereinafter referred to as the "Union".

ARTICLE I RECOGNITION

Section 1. As a result of an election conduction on May 20-21, 1986, by the Public Employment Relations Board, in Case No. 3165, the Union was certified as the exclusive bargaining representative on June 3, 1986. Pursuant to and in accordance with all applicable provisions of the "Public Employment Relations Act" of the State of Iowa, hereinafter referred to as the "Act", and in recognition of the Public Employment Relations Board's certification of said Union in Case No. 3165, the Library does hereby recognize the Union as the collective bargaining representative for all employees of the Library included in the "Bargaining Unit," including all non-professional employees of the Library, including those listed in Appendix "A" of this Agreement.

ARTICLE II NON-DISCRIMINATION

In accordance with applicable state and federal laws, the Union and the Library agree not to discriminate against any employee on the basis of race, ethnicity, color, age, religion, sex, sexual orientation, national origin, physical and mental disability.

ARTICLE III WAGES

Section 1. COMPENSATION – The rates of pay, pay ranges, and respective job classifications for each employee in the bargaining unit are set forth in Appendix 'A' attached hereto and made a part hereof. Appendix 'A' is amended to reflect a two percent (2.00%) wage increase effective July 1, 2018 and a two percent (2.00%) wage increase effective July 1, 2019.

Section 2. WITHIN-GRADE SALARY INCREASES – Upon appointment, employees shall normally be compensated at the first step in the pay range for their respective job classification. Appointments may be made above the first step of the range at the discretion of the Library Director. Upon completion of twelve (12) months of service the employee is eligible, upon a recommendation from the supervisor, for an increase to the next higher step. The employee is then eligible for step increases each twelve (12) months until reaching the top step of the respective pay range.

Such new adjustments shall be made effective at the beginning of the pay period during which the required qualified service and other requirements are reached.

A step increase may be delayed for cause, for a period for up to ninety (90) days, but such delay shall not establish a new anniversary date for the purpose of future step increases.

**ARTICLE IV
SAVINGS CLAUSE**

Should any provision of this Agreement be held unlawful either by the mutual agreement of the parties hereto or by a court or administrative agency of competent jurisdiction, all other provisions of this Agreement shall remain in force for the duration of this Agreement. Any provision held unlawful shall be automatically terminated.

**ARTICLE V
TERM OF AGREEMENT**

Section 1. This Agreement shall be effective as of July 1, 2018 and shall remain in full force and effect through June 30, 2020.

In witness whereof, the parties have caused this Agreement to be executed by their respective officers and representatives' thereunto duly authorized this 20 day of March, 2018.

FOR THE EMPLOYER:



Greg Heid
Library Director




Wes Graham, President
Library Board of Trustees

FOR THE UNION:



John Herrig, Representative
Local Lodge 254



Tina Brooks
Unit 10 Representative

Appendix 'A'

**DES MOINES PUBLIC LIBRARY
PAY PLAN FY19**

Unit 10

Effective June 18, 2018

| RANG E | CLASS CODE | TITLE | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|-----------|---------------|-----------------------------------|---------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| 19B | 3657 | Building Equipment Operator | A B/W H | \$48,201 \$1,854 \$23.17 | \$50,519 \$1,943 \$24.29 | \$52,703 \$2,027 \$25.34 | \$55,078 \$2,118 \$26.48 | \$57,662 \$2,218 \$27.72 |
| <hr/> | | | | | | | | |
| 16 | 1953 | Senior Clerk | A | \$41,509 | \$43,356 | \$45,168 | \$47,181 | \$49,227 |
| | | | A (1/2) | \$21,430 | \$22,382 | \$23,318 | \$24,357 | \$25,414 |
| | | Typist | B/W | \$1,597 | \$1,668 | \$1,737 | \$1,815 | \$1,893 |
| | | | B/W (1/2) | \$824 | \$861 | \$897 | \$937 | \$977 |
| | | | H | \$19.96 | \$20.84 | \$21.72 | \$22.68 | \$23.67 |
| <hr/> | | | | | | | | |
| 16 | 2000L | Graphic Designer | A | \$41,509 | \$43,356 | \$45,168 | \$47,181 | \$49,227 |
| | | | A (1/2) | \$21,430 | \$22,382 | \$23,318 | \$24,357 | \$25,414 |
| | | | B/W | \$1,597 | \$1,668 | \$1,737 | \$1,815 | \$1,893 |
| | | | B/W (1/2) | \$824 | \$861 | \$897 | \$937 | \$977 |
| | | | H | \$19.96 | \$20.84 | \$21.72 | \$22.68 | \$23.67 |
| <hr/> | | | | | | | | |
| 15 | 5743L | Courier | A | \$40,906 | \$42,718 | \$44,496 | \$46,442 | \$48,422 |
| | | | B/W | \$1,573 | \$1,643 | \$1,711 | \$1,786 | \$1,862 |
| | | | H | \$19.67 | \$20.54 | \$21.39 | \$22.33 | \$23.28 |
| <hr/> | | | | | | | | |
| 15 | 3655L | Bldg. Equip Operator | A | \$40,906 | \$42,718 | \$44,496 | \$46,442 | \$48,422 |
| | | | B/W | \$1,573 | \$1,643 | \$1,711 | \$1,786 | \$1,862 |
| | | Assistant | H | \$19.67 | \$20.54 | \$21.39 | \$22.33 | \$23.28 |
| <hr/> | | | | | | | | |
| 12 | 1952 | Intermediate Clerk | A | \$34,832 | \$36,241 | \$37,886 | \$39,496 | \$41,509 |
| | | | B/W | \$1,340 | \$1,394 | \$1,457 | \$1,519 | \$1,597 |
| | | Typist | H | \$16.75 | \$17.42 | \$18.21 | \$18.99 | \$19.96 |
| <hr/> | | | | | | | | |
| 9 | 1381 | Clerk | A | \$30,771 | \$31,987 | \$33,396 | \$34,825 | \$36,246 |
| | | | A (1/2) | \$15,386 | \$15,994 | \$16,699 | \$17,412 | \$18,124 |
| | | | B/W | \$1,184 | \$1,230 | \$1,284 | \$1,339 | \$1,394 |
| | | | B/W (1/2) | \$592 | \$615 | \$642 | \$670 | \$697 |
| | | | H | \$14.79 | \$15.38 | \$16.06 | \$16.74 | \$17.43 |

**DES MOINES PUBLIC LIBRARY
PAY PLAN FY20
Unit 10**

Effective June 17, 2019

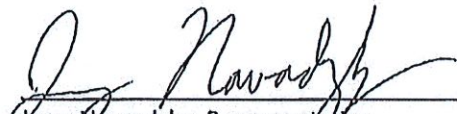
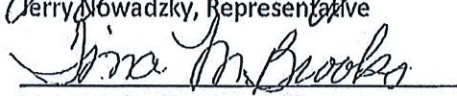
| RANG E | CLASS CODE | TITLE | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|-----------|---------------|-----------------------------------|---------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| 19B | 3657 | Building Equipment Operator | A B/W H | \$49,165 \$1,891 \$23.64 | \$51,529 \$1,982 \$24.77 | \$53,757 \$2,068 \$25.84 | \$56,180 \$2,161 \$27.01 | \$58,816 \$2,262 \$28.28 |
| <hr/> | | | | | | | | |
| 16 | 1953 | Senior Clerk | A | \$42,340 | \$44,223 | \$46,071 | \$48,125 | \$50,212 |
| | | | A (1/2) | \$21,858 | \$22,830 | \$23,784 | \$24,844 | \$25,922 |
| | | Typist | B/W | \$1,628 | \$1,701 | \$1,772 | \$1,851 | \$1,931 |
| | | | B/W (1/2) | \$841 | \$878 | \$915 | \$956 | \$997 |
| | | | H | \$20.36 | \$21.26 | \$22.15 | \$23.14 | \$24.14 |
| <hr/> | | | | | | | | |
| 16 | 2000L | Graphic Designer | A | \$42,340 | \$44,223 | \$46,071 | \$48,125 | \$50,212 |
| | | | A (1/2) | \$21,858 | \$22,830 | \$23,784 | \$24,844 | \$25,922 |
| | | | B/W | \$1,628 | \$1,701 | \$1,772 | \$1,851 | \$1,931 |
| | | | B/W (1/2) | \$841 | \$878 | \$915 | \$956 | \$997 |
| | | | H | \$20.36 | \$21.26 | \$22.15 | \$23.14 | \$24.14 |
| <hr/> | | | | | | | | |
| 15 | 5743L | Courier | A | \$41,724 | \$43,572 | \$45,386 | \$47,371 | \$49,391 |
| | | | B/W | \$1,605 | \$1,676 | \$1,746 | \$1,822 | \$1,900 |
| | | | H | \$20.06 | \$20.95 | \$21.82 | \$22.77 | \$23.75 |
| <hr/> | | | | | | | | |
| 15 | 3655L | Bldg. Equip Operator | A | \$41,724 | \$43,572 | \$45,386 | \$47,371 | \$49,391 |
| | | | B/W | \$1,605 | \$1,676 | \$1,746 | \$1,822 | \$1,900 |
| | | Assistant | H | \$20.06 | \$20.95 | \$21.82 | \$22.77 | \$23.75 |
| <hr/> | | | | | | | | |
| 12 | 1952 | Intermediate Clerk | A | \$35,529 | \$36,966 | \$38,643 | \$40,286 | \$42,340 |
| | | | B/W | \$1,366 | \$1,422 | \$1,486 | \$1,549 | \$1,628 |
| | | Typist | H | \$17.08 | \$17.77 | \$18.58 | \$19.37 | \$20.36 |
| <hr/> | | | | | | | | |
| 9 | 1381 | Clerk | A | \$31,387 | \$32,627 | \$34,064 | \$35,521 | \$36,971 |
| | | | A (1/2) | \$15,693 | \$16,314 | \$17,033 | \$17,760 | \$18,486 |
| | | | B/W | \$1,207 | \$1,255 | \$1,310 | \$1,366 | \$1,422 |
| | | | B/W (1/2) | \$604 | \$627 | \$655 | \$683 | \$711 |
| | | | H | \$15.09 | \$15.69 | \$16.38 | \$17.08 | \$17.77 |

IAM Local Lodge 254 - Unit 10 and Des Moines Public Library for 2-Year Extension
Beginning July 1, 2020 and Ending June 30, 2022

Current contract language is maintained except as modified herein.

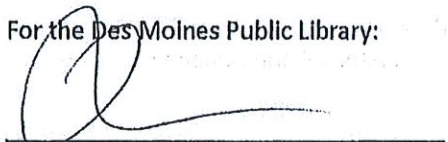
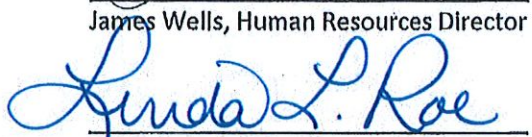
1. Article III (Wages), Section 1 (Compensation), is amended to reflect a two and one-quarter percent (2.25%) wage increase effective July 1, 2020 and a two and one-quarter percent (2.25%) wage increase effective July 1, 2021.
2. Article V (Term of Agreement), Section 1 is amended to reflect a 2-year term beginning July 1, 2020 and ending June 30, 2022.

For the IAM Local Lodge 254:


Jerry Nowadzky, Representative

Tina Brooks, Representative


9-3-19
Date
9-3-19
Date

For the Des Moines Public Library:


James Wells, Human Resources Director

Linda Roe, Deputy Library Director

9-3-19
Date
9-3-19
Date

Approved by unanimous vote at the Library Board of Trustees meeting, October 8, 2019


Library Board President

10/8/19
Date